

**ILLINOIS LABOR RELATIONS BOARD  
JOINT PANEL MEETING**

**MINUTES OF THE ILLINOIS LABOR RELATIONS BOARD  
JOINT PANEL MEETING HELD ON FEBRUARY 19, 2004**

**I. OPENING OF MEETING - 11:30 A.M, 320 West Washington Street, Suite 500, Springfield, Illinois**

**II. PRESENT**

Jackie Gallagher, Joint Panel Chair, Michael Hade, Member of the State Panel; Charles Hernandez, Member of the State Panel; Rex Piper, Member of the State Panel; Letitia Taylor, Member of the State Panel; Jacalyn J. Zimmerman, General Counsel; Fred Wickizer, Acting Executive Director and staff members. Donald Hubert, Member of the Local Panel and Edward Sadlowski, Member of the Local Panel participated by phone.

**III. MINUTES APPROVAL**

The minutes of the last meeting were transcribed by a court reporter.

**IV. RULES APPROVAL**

The primary agenda was to approve the second notice of the permanent rules to implement rules amendments as a result of Public Acts 93-0044 and 93-0427.

The General Counsel discussed concerns that had been raised by the Joint Committee on Administrative rules. The Board added language clarifying that authorization cards never expire so long as they are timely when the petition is filed, and that the language that the employee acknowledges by signing the card that he understands that if the majority of the other employees in a unit sign cards, the union can obtain certification without an election. That provision is effective only from the date the Board adopts the rules.

JCAR also recommended a provision allowing a limited window for employees to withdraw cards if they felt harassed or intimidated into signing them. In response to JCAR's concerns, the Board drafted a limited provision providing a short window for employees to withdraw cards. Member Hubert was in favor of the withdrawal provision being in the adopted rules. However, the limited withdrawal provision was unfavorable and defeated at the JCAR hearing.

General Counsel Zimmerman recommended that the Board approve and adopt as permanent rules the second notice rules with the two modifications raised by JCAR, but without the withdrawal provision. Member Taylor made the motion to

approve and adopt the second notice rules. Member Hade seconded the motion. The motion passed unanimously.

**V. PROPOSED ADDITION TO BOARD'S MEDIATION/ARBITRATION ROSTER**

The Joint Panel considered the proposed addition of Brian E. Reynolds to the Mediation/Arbitration roster. Member Sadlowski made the motion to approve the addition to the Mediation/Arbitration roster. Member Hubert seconded the motion. The motion passed unanimously.

**VI. ADJOURNMENT**

State Panel Member Michael Hade made the motion to adjourn the Joint Panel meeting. State Panel Member Rex Piper seconded the motion. The motion passed unanimously.